

# Education, Pipeline, and Training Task Force

April 25<sup>th</sup>, 2016

# WELCOME, INTRODUCTIONS, AND BACKGROUND

# Background

- Health workforce as a priority for Indiana
- National Governor's Association Health Workforce Policy Academy
- Priorities and Recommendations:
  - Policy Coordination → *Governor's Health Workforce Council*
  - Data Coordination → *Partnership with Bowen Center for Health Workforce Research and Policy*

# Organizational Missions

## **Department of Workforce Development**

*“Developing a premier workforce that will allow Indiana employers to flourish and entice businesses from outside our state to relocate to Indiana.”*

## **Indiana State Department of Health**

*“To promote and provide essential public health services.”*

## **Family and Social Services Administration**

*“To develop, finance and compassionately administer programs to provide healthcare and other social services to Hoosiers in need in order to enable them to achieve healthy, self-sufficient and productive lives.”*

# Council Meeting Results

- Task force formation
  - Mental and Behavioral Health
  - Education, Pipeline, and Training
    - Middle skills health sector occupations
    - Graduate medical education

# Task Force Charge

- Identify goals.
- Determine action steps to achieve those goals.
- Determine how outcomes will be measured for each goal.

# REVIEW TASK FORCE PROTOCOL

# MIDDLE SKILL HEALTH OCCUPATIONS TRAINING PROGRAMS

# Defining “Middle Skill”

*“Middle-skills jobs—those that require more education and training than a high school diploma but less than a four-year college degree.”<sup>1</sup>*

- Harvard Business Journal

1. Accenture, Burning Glass. "Harvard Business School.(2014)." *Bridge the Gap: Rebuilding America's Middle Skills.*

# Middle Skill Health Occupations

- See handout

1. Nursing Assistants
2. Licensed Practical and Licensed Vocational Nurses
3. Home Health Aides
4. Medical Assistants
5. Pharmacy Technicians
6. Emergency Medical Technicians and Paramedics
7. Dental Assistants
8. Dental Hygienists
9. Medical Records and Health Information Technicians
10. Radiologic Technologists
11. Medical and Clinical Laboratory Technicians
12. Radiologic Technologists
13. Medical and Clinical Laboratory Technicians
14. Respiratory Therapists
15. Healthcare Support Workers
16. Phlebotomists
17. Surgical Technologists
18. Health Technologists and Technicians
19. Veterinary Assistants and Laboratory Animal Caretakers
20. Orderlies

# WorkINdiana Health Certifications 2011 to March 2016

|   |     |
|---|-----|
| Certified Nurse Aide (CNA)  | 908 |
| Medical Assistant (CCMA <sup>†</sup> )                                    | 68  |
| Patient Access (CHAA)   | 59  |
| Dental Assistant w/ Limited Radiography License (LRC)                     | 57  |
| Pharmacy Technician (C.Ph.T.)   | 49  |
| Phlebotomy Technician (CPT <sup>†</sup> or PBT <sup>†</sup> )             | 16  |
| Emergency Medical Technician (EMT-B)                                      | 12  |
| Medical Coder/Billing Specialist (CPC, CCA <sup>†</sup> or CBCS)          | 2   |
| Home Health Aide (HHA) <sup>†</sup>                                       |     |
| Medical Administrative Assistant (CMAA) <sup>†</sup>                      |     |
| Sterile Processing Technician (CRCST <sup>†</sup> or CSPDT <sup>†</sup> ) |     |

# Discussion Questions

- What are employer needs for middle skills occupations?
- Which of these occupations have the potential to make a significant impact on the three organizations' missions?
  - DWD: employment growth
  - FSSA: equitable health access
  - ISDH: population health
- Are there any areas which can be easily turned into actionable items?

# GRADUATE MEDICAL EDUCATION

PRIORITIZE ISSUES AND DISCUSS PLAN  
MOVING FORWARD

# Next Task Force Meeting

- **Date: Wednesday, May 25<sup>th</sup>, 2016**
- **Time: 9:00am – 11:00am**
- **Location: IUPUI Campus Center, Room #305**